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# *Virginia's Licensed Clinical Psychologist Workforce: 2012*

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Healthcare Workforce Data Center

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## Healthcare Workforce Data Center

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### Overview

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The Virginia Department of Health Profession's Healthcare Workforce Data Center (HWDC) collects and disseminates workforce information on Virginia's licensed healthcare practitioners. The 2007 report of the Governor's Health Reform Commission recommended that the HWDC be established within the Department of Health Professions (DHP) due to its existing repository of licensure information for over 80 professions. In the spring of 2008, HWDC was launched with Workforce Investment Act grant funding and continues with support from the Department and shared grant funding from the U.S. Health Resources Services Administration on behalf of the new Virginia Health Workforce Development Authority and other partner organizations.

With significant input and collaborative effort from key stakeholders and experts, HWDC has developed initial supply and demand forecasts for physicians and nurses, published results from existing physician and nursing workforce surveys originally developed by the Board of Medicine and Board of Nursing, updated and launched revised surveys as well as developed new workforce surveys as listed in the "Current Collection" in the HWDC Survey Timetable below.

### HWDC Current Surveys

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Assisted Living Facility Administrators	Licensed Clinical Social Workers	Pharmacy Technicians
Audiologists	Licensed Practical Nurses	Physical Therapists
Certified Nurse Aides	Licensed Professional Counselors	Physical Therapy Assistants
Clinical Psychologists	Medical Doctors	Physician Assistants
Dental Hygienists	Nurse Practitioners	Registered Nurses
Dentists	Nursing Home Administrators	Speech-Language Pathologists
Doctors of Osteopathy	Pharmacists	

## The 2012 Behavioral Sciences Workforce Survey

### Methodology

The Behavioral Science Workforce Survey is administered to Licensed Clinical Psychologists (LCPs) through the Department of Health Professions online renewal process. LCPs must renew their license every year. Currently, HWDC surveys are only available to those renewing their licenses online. New Virginia licensees and those returning from a long absence did not have access to the online survey.<sup>1</sup> Additionally, paper renewals were available. The survey was not offered to students or new applicants. This survey was completed during the renewal period for LCPs, which takes place during the month of June. The survey text is available in Appendix B.

### Response Rates

Statistic	LCPs
Renewing LCPs, 2012	2,792
Licensees, 2012 Renewal Cycle	2,907
Completed Surveys	2,447
Proportion of licensees who completed a survey.	84%
Response Rate, Renewing LCPs	88%

The survey's population is all LCPs certified in Virginia during the renewal cycle. From this population, we are particularly interested in those who worked or were available to work in Virginia: Virginia's Licensed Clinical Psychologist Workforce. Our sample is a convenience sample of licensed professionals who renewed their licenses and chose to renew online. This method, along with the voluntary efforts of LCPs, resulted in an overall response rate among all renewing LCPs of 88% (see above).

The methodology excludes LCPs first licensed during the survey period, as they are not required to renew until the next renewal cycle. It also excludes LCPs who did not renew their licenses or who choose to renew using paper renewals. Using administrative data in our licensee files, we are able to determine response rates based on age and the metro status of the LCP's mailing address with the Department.

Statistic	Non Respondents	Respondent	Response Rate (licensees)
<b>By Age</b>			
Under 35	104	188	64%
35 to 39	70	283	80%
40 to 44	43	344	89%
45 to 49	37	247	87%
50 to 54	25	252	91%
55 to 59	41	337	89%
60 to 64	56	415	88%
65 to 69	44	245	85%
70 and Over	40	136	77%
<b>Total</b>	<b>460</b>	<b>2,447</b>	<b>84%</b>
<b>New Licenses, 2012</b>			
License Issued in 2012	176	0	0%
<b>Metro Status</b>			
Metro	280	1,796	87%
Non-Metro	31	105	77%
Not in Virginia	149	546	79%

<sup>1</sup> Military personnel may renew within 60 days of returning from an overseas deployment, as long as renewal occurs within five years of license expiration. All others must renew licenses annually.

## Virginia's Licensed Clinical Psychologists

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Not all of Virginia's regulated practitioners live or work in the state. Out-of-state practitioners maintain licenses in-state for a variety of reasons. Those serving in the military or working for the federal government may choose to maintain a license, but they may do so in any state. Retired practitioners may maintain their licenses for prestige or occasional practice. Practitioners may occasionally travel to Virginia to work, particularly those practicing in Virginia's border jurisdictions.

Approximately 76% of Virginia's LCPs live in Virginia. In addition, 14% percent have a mailing address in a state bordering Virginia (Kentucky, Maryland, North Carolina, Tennessee and West Virginia) or in the District of Columbia.

## Virginia's Licensed Clinical Psychologist Workforce

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Virginia's workforce consists of respondents who reported having at least one practice location and who identified at least one practice location in Virginia. If a respondent indicated practicing but did not list a location, mailing address was used as a proxy to determine participation in Virginia's workforce. Virginia's workforce also includes those who reside in Virginia and are not working, but who intend to return to practice at some point. Those familiar with federal data should note that this is a broader measure than the Bureau of Labor Statistics' civilian labor force which includes only those who are employed or those who are actively seeking work and excludes those in the military. Using these criteria, 1,881 respondents are in Virginia's workforce.

Status	Respondents
Working in Virginia	1,833
Not working, but plans to return to work in Virginia	48
<b>Total</b>	<b>1,881</b>

## Weighted Estimates

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To account for differences in response rates by key characteristics, this report uses weighted estimates. The HWDC assigns a weight to each response based on the overall response rate of LCPs based on the age of the respondent in five year categories and the rural status of the respondent's mailing address.

For the latter, the HWDC uses a measure of rurality developed by the US Department of Agriculture known as the Rural-Urban Continuum Code. More information on these codes is available on the USDA website here: <http://www.ers.usda.gov/Briefing/Rurality/RuralUrbCon/>. Response rates may vary on other important characteristics such as race/ethnicity, gender, specialty or worksite characteristics. However, the HWDC does not have population-wide data on these characteristics to generate response rates and weights. For information on weights, see Appendix A. Due to the rounding of weighted data in HWDC's statistical software, weighting may result in some minor anomalies in tables and other presented data (e.g., data may not add to totals in tables).

Status	Weighted Estimate
Working in Virginia	2,149
Not working, but plans to return to work in Virginia	59
<b>Total</b>	<b>2,208</b>

Using this methodology, we estimate that 2,208 LCPs participated in Virginia's Licensed Clinical Psychologist workforce during the survey period, including 2,149 LCPs who worked in Virginia in 2012 and 59 LCPs who did not indicate working in Virginia in 2012, but who indicated plans to return to work in Virginia in the future.

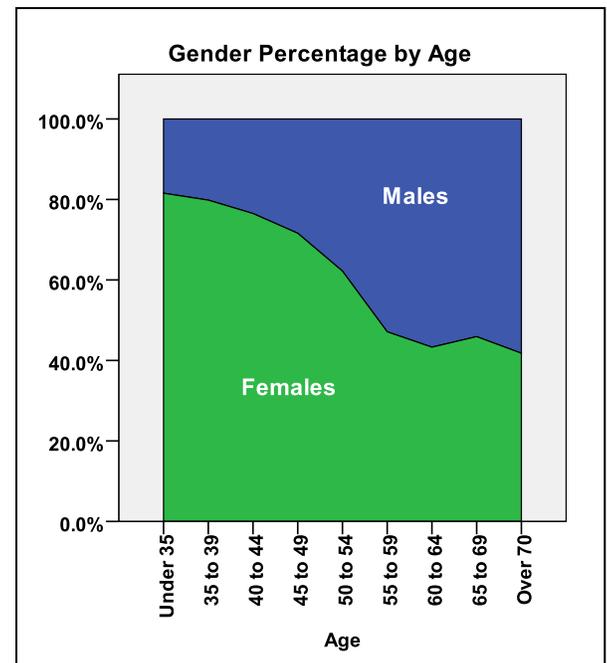
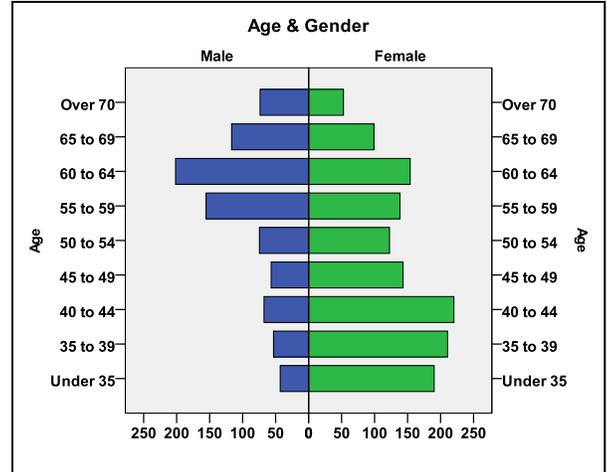
# Virginia's Licensed Clinical Psychologist Workforce

## Demographics

### Age & Gender

The median age of Virginia's LCPs was 52. Among all LCPs, 23% each were under the age of 40, in their 40s, or in their 50s. In addition, 26% were in their 60s.

Although the overall distribution of ages was even, there were considerable disparities between genders. Overall, women account for 61% of all LCPs in the state, but they represented more than 80% of LCPs under the age of 40. Meanwhile, men represented the majority of LCPs in every age cohort from age 55 and up.



## Diversity

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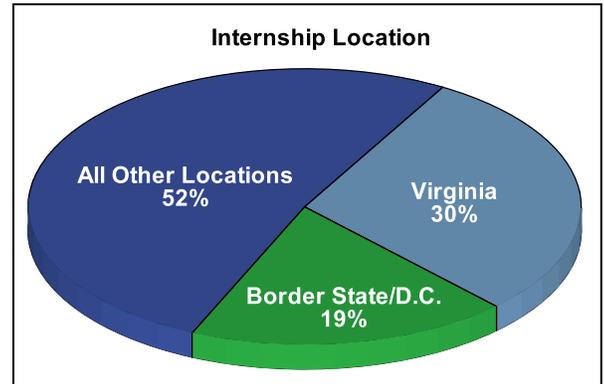
More than 90% of all licensed clinical psychologists indicated that they were at least partially non-Hispanic white; this makes non-Hispanic whites considerably overrepresented with respect to Virginia's general population. Meanwhile, non-Hispanic blacks, Hispanics of any race and Asian/Pacific Islanders were all underrepresented with respect to Virginia's overall population.

Race/ Ethnicity	Est. 2011 Virginia Population		LCPs	
	Estimate	%	Weighted Estimate	%
White, non-Hispanic	5,222,122	64%	1,998	91%
Black, non-Hispanic	1,548,069	19%	127	6%
Hispanic of any race	660,730	8%	61	3%
Asian or Pacific Islander	463,913	6%	57	3%
American Indian or Alaskan Native	21,474	0%	18	1%
Other Race	-	-	37	2%
Two or more races	180,296	2%	-	-

## Education

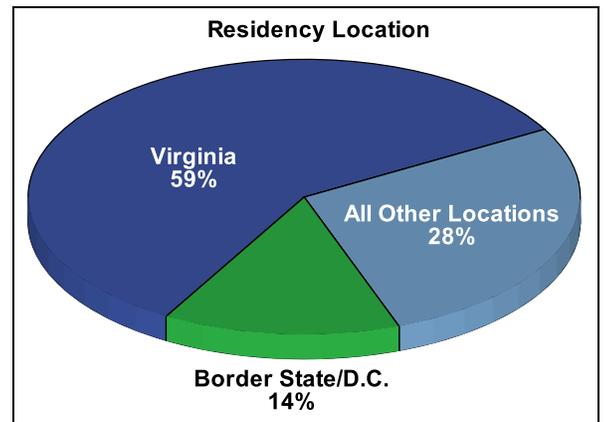
### Internship Location

Only 30% of Virginia's LCPs undertook their internship in the state of Virginia, while nearly 20% interned in a border state or the District of Columbia. In total, a majority of LCPs interned outside of Virginia and its border regions. Within these locations, the states with highest percentages of internships among all of Virginia's LCPs were California (7%), New York (7%), Pennsylvania (5%), Massachusetts (3%) and Florida (3%).



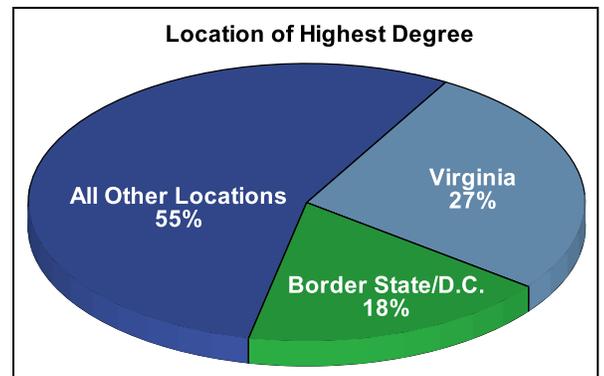
### Residency Location

Nearly 60% of Virginia's LCPs undertook their residency in Virginia, while another 14% performed their residency requirements in a border state or the District of Columbia; among this group, 95% did their residency in Maryland, North Carolina or the District of Columbia. With respect to all other locations, five states – California, Florida, Massachusetts, New York and Pennsylvania – were the reported residency location of at least 2% of all of Virginia's LCPs.



### Location of Highest Degree

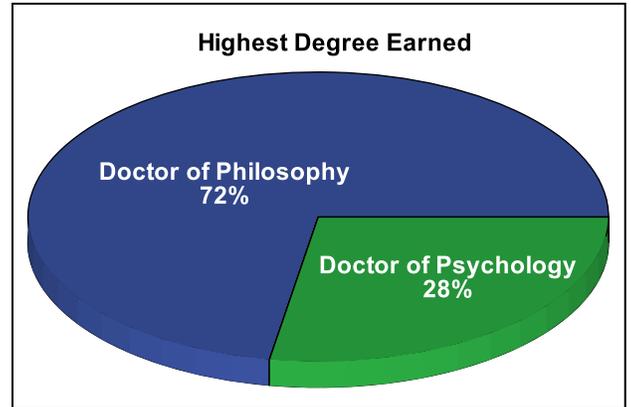
Mimicking trends found with internship locations, a majority of Virginia's LCPs earned their highest degree outside of Virginia. Only 27% of LCPs earned their highest degree in the Commonwealth, while another 18% earned their highest degree in a state bordering Virginia or the District of Columbia. Among all other locations, the three states with the highest percentage of Virginia's LCPs who earned their highest degree in that state were California (7%), Florida (6%) and New York (5%).



## Highest Degree

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Of all LCPs in Virginia's workforce, 72% have a Doctor of Philosophy degree (Ph.D.), while 28% have a Doctor of Psychology degree (Psy.D.).



## Employment Characteristics

### Licenses Outside of Virginia

State	Weighted Estimate	% of Cases
Maryland	201	36%
District of Columbia	188	33%
North Carolina	39	7%
West Virginia	13	2%
Tennessee	10	2%
Kentucky	1	0%
All Other States	239	43%

In total, 563 of Virginia's LCPs held a license to practice outside of the state. More than one-third of these LCPs held a license in Maryland, and exactly one-third held a license in the District of Columbia. In addition, 43% of LCPs held a license to practice in a state that did not border Virginia.

### J-1 Visa

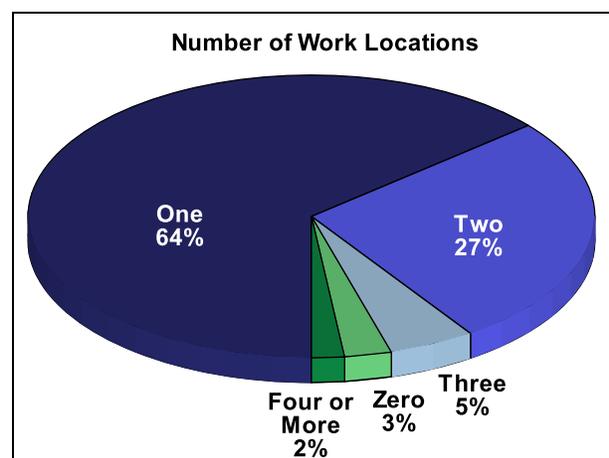
Status	Weighted Estimate	%
No	2,168	99%
Yes	23	1%
Total	3130	100%

Foreign Licensed Clinical Psychologists may work in the United States without immigrating through a J-1 Visa provided by the U.S. State Department. Among Virginia's LCPs, 1% held a J-1 Visa.

### Number of Work Locations

Number of Work Locations	Weighted Estimate	% of Cases
0	59	3%
1	1,405	64%
2	586	27%
3	109	5%
4	15	1%
5	7	0%
6 or More	19	1%
Total	2,200	100%

In total, nearly two-thirds of Virginia's LCPs had one work location. In addition, another 27% of LCPs had two work locations, while 7% had three or more work locations. Only three percent of LCPs did not work as LCPs during the survey period.



## Establishment Type

Nearly half of Virginia’s LCPs worked in either a group or solo private practice in their primary work location. Universities/Higher Education was the only other primary work location that accounted for at least 10% of all LCPs.

These trends were mirrored in secondary work locations, where private practices account for more than half of all establishment types. For LCPs with a tertiary work location, private practices accounted for approximately one-quarter of all LCPs; these LCPs were somewhat more likely to work at an establishment such as Non-Profit Agency or a Hospital/Health System.

Establishment Type	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Private Practice/Consultant - Solo	562	27%	218	32%	19	17%
Private Practice/Consultant - Group	430	21%	136	20%	11	10%
University/Higher Education	248	12%	74	11%	12	11%
Hospital or Health System	141	7%	39	6%	10	9%
U.S. Military/Defense Department	98	5%	10	1%	3	3%
Mental Health Facility – Outpatient	87	4%	41	6%	8	7%
Other Work Setting	85	4%	34	5%	13	12%
Mental Health Facility – Inpatient	75	4%	11	2%	2	2%
Community Service Board	74	4%	15	2%	1	1%
K-12 Schools System	67	3%	8	1%	0	0%
Veterans Administration - Outpatient	64	3%	3	1%	0	0%
State or Local Gov’t Department (non-CSB)	42	2%	27	4%	2	2%
Corrections, Court Services	38	2%	15	2%	5	4%
Non-Profit Agency	29	1%	15	2%	11	10%
Veterans Administration - Inpatient	20	1%	0	0%	0	0%
Administrative/Regulatory	10	1%	7	1%	3	3%
Nursing Home/Long-Term Care Facility	9	0%	17	3%	6	5%
Employee Assistance Program	7	0%	2	0%	0	0%
HMO/Insurance Company	6	0%	2	0%	0	0%
Religious Organization	6	0%	4	1%	4	3%
Substance Abuse	2	0%	4	1%	1	1%
Home Health	1	0%	0	0%	0	0%
<b>Total</b>	<b>2,100</b>	<b>100%</b>	<b>682</b>	<b>100%</b>	<b>113</b>	<b>100%</b>

## Work Specialty

In total, 44% of Virginia’s LCPs with a primary work location specialized in mental health, while two-fifth of LCPs with a secondary work location also specialized in mental health. For all three work locations surveyed, mental health was the most common specialty.

Children were another relatively common specialty among LCPs who had a primary work location, accounting for 11% of all practitioners. Meanwhile, Forensics and Academic Teaching were more common specialties among those with secondary and tertiary work locations.

Specialty	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Mental Health	915	44%	267	40%	30	27%
Other Specialty Area	264	13%	107	16%	24	22%
Child	231	11%	52	8%	3	3%
Forensic	102	5%	40	6%	14	12%
Academic (Teaching)	93	4%	53	8%	10	9%
Administration/Management/Regulatory	75	4%	7	1%	3	3%
Adolescent	72	3%	25	4%	3	3%
Family	60	3%	23	4%	1	1%
Health	49	2%	14	2%	2	2%
Behavioral Disorder	39	2%	14	2%	0	0%
School	29	1%	2	0%	2	2%
Marriage	24	1%	7	1%	0	0%
Rehabilitation/Vocational	24	1%	4	1%	0	0%
Experimental or Research	21	1%	2	0%	1	1%
Substance Abuse	20	1%	6	1%	0	0%
Educational	19	1%	15	2%	6	5%
Industrial – Organizational, Work Environ.	16	1%	3	1%	2	2%
Gerontologic	14	1%	15	2%	5	4%
Medical	10	1%	1	0%	0	0%
Public Health	3	0%	1	0%	0	0%
Sex Offender Treatment	5	0%	2	0%	2	2%
Adoption/Foster Care	2	0%	4	1%	1	1%
<b>Total</b>	<b>2,088</b>	<b>100%</b>	<b>666</b>	<b>100%</b>	<b>111</b>	<b>100%</b>

## Work Hours

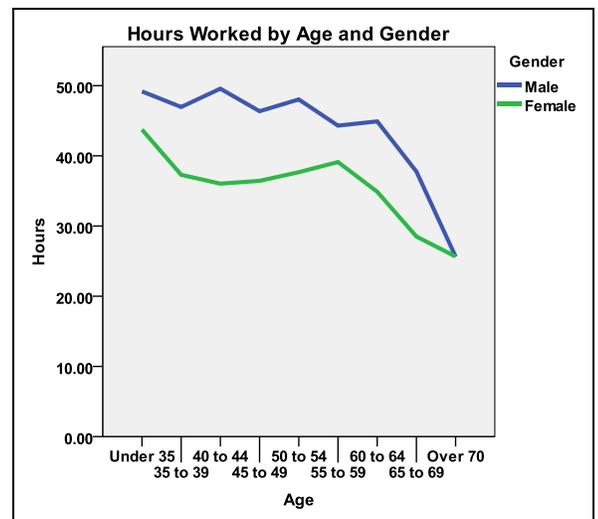
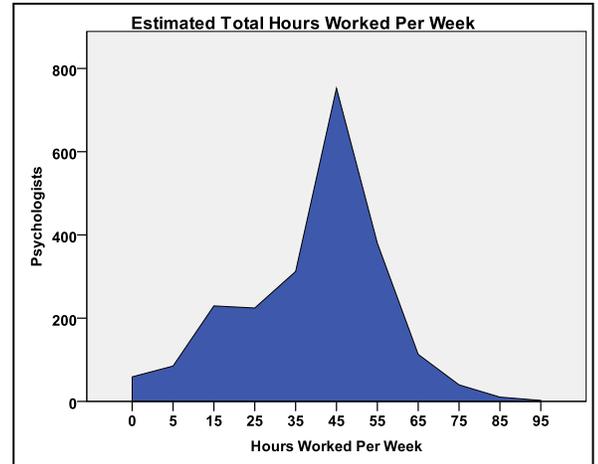
Two-thirds of all LCPs worked at least 30 hours per week at their primary work location, including 42% of all LCPs who worked between 40 and 49 hours per week. Nearly two-thirds of LCPs who had a secondary work location worked less than 10 hours per week at that location, and nearly all of them worked part-time. The same is also true of LCPs who worked at three different locations, where more than 80% of all LCPs with a tertiary work location worked less than 10 hours per week there.

These responses were also used to provide an estimate for the total hours worked per week at all work locations. Because answers were provided in 10-hour increments, the midpoint was used as the point estimate for each LCP. For instance, if a LCP indicated that he or she worked between 40-49 hours at a primary work location, an estimate of 45 hours was used.

Across all work locations, 73% of Virginia's LCPs worked the equivalent of at least one full-time job, including more than one-third who worked between 40 and 49 hours per week. Meanwhile, 8% of LCPs worked at least 60 hours per week, while 17% worked less than 20 hours per week.

With respect to gender, male LCPs tended on average to work more hours per week than female LCPs. Across all age cohorts, male LCPs worked 43 hours per week, while female LCPs worked 37 hours per week.

With respect to age, LCPs under the age of 35 worked approximately 45 hours per week, which represents the highest average among all age cohorts. However, average hours worked per week remained relatively constant for all LCPs under the age of 65. In all of these age cohorts, LCPs worked an average of at least 39 hours per week. It is only after LCPs reach the age of 65 do average hours worked decline. LCPs between the ages of 65 and 69 average 33 hours per week, while LCPs over 70 averaged 25 hours per week.



Hours	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
1-9 Hours	143	7%	435	64%	92	81%
10-19 Hours	268	13%	168	25%	17	15%
20-29 Hours	298	14%	61	9%	3	3%
30-39 Hours	332	16%	8	1%	0	0%
40-49 Hours	894	42%	6	1%	1	1%
50+ Hours	176	8%	1	0%	0	0%
<b>Total</b>	<b>2,112</b>	<b>100%</b>	<b>680</b>	<b>100%</b>	<b>113</b>	<b>100%</b>

## Work Hours by Job Responsibility

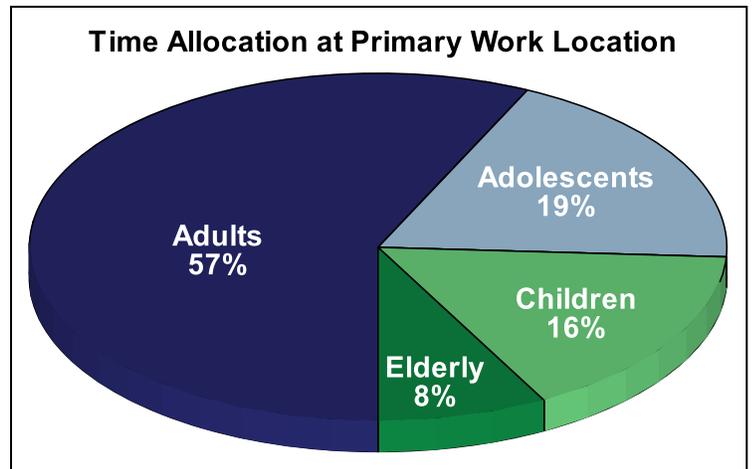
LCPs were asked two questions with respect to their work time allocation: the percentage of time spent with patients and the percentage of time spent providing services in their designated specialty. With respect to patient care hours, one-quarter of LCPs spent nearly all of their time (91-100%) with patients, and just over half spent at least 70% of their time with patients. In addition, nearly half of LCPs with a secondary work location spent essentially all of the time with patients. Alternatively, approximately one-quarter of LCPs with a secondary work location spent essentially no time with patients (less than 10%).

Concerning specialty care hours, just under half of all LCPs with a primary work location spent nearly all of the time in their designated specialty, while less than 20% spent less than half of their time working in their specialty. This trend was even more pronounced with respect to secondary work locations: more than two-thirds of all LCPs with a secondary work location spent essentially all of the time working in their specialty, while less than 15% of LCPs spent less than half of their time working in their specialty.

Hours	Primary Work Location				Secondary Work Location				Tertiary Work Location			
	Patient Care		Specialty		Patient Care		Specialty		Patient Care		Specialty	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
0-20%	379	18%	117	6%	166	25%	50	8%	42	39%	10	10%
21-40%	138	7%	105	5%	13	2%	20	3%	3	3%	1	1%
41-60%	283	14%	231	11%	47	7%	33	5%	4	3%	8	7%
61-80%	464	22%	331	16%	70	10%	46	7%	7	7%	6	5%
81-100%	818	39%	1,271	62%	374	56%	506	77%	52	48%	83	77%
Total	2,083	100%	2,055	100%	671	100%	656	100%	108	100%	107	100%

## Work Hours by Patient Category

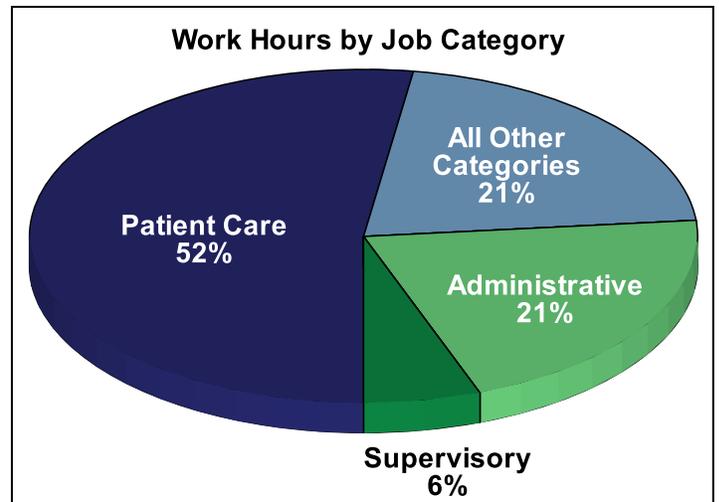
Counselors were also asked about the percent of time they spent with each of four different categories of patients: children, adolescents, adults and the elderly. With respect to primary work location, at least half of Virginia's LCPs spent little or no time (less than 10%) with children, adolescents and the elderly. In addition, less than 10% of Virginia's LCPs spent at least half of their time with these groups. Most LCPs spent a majority of their time with adult patients. More than one-quarter spent essentially all of their time (greater than 90%) with them, and 60% spent at least half of their time with them. These same trends continued among LCPs who also had secondary work locations as well.



Hours	Primary Work Location							
	Children		Adolescents		Adults		Elderly	
	Count	%	Count	%	Count	%	Count	%
0-20%	1,256	71%	1,150	65%	356	19%	1,644	94%
21-40%	267	15%	371	21%	277	15%	65	4%
41-60%	141	8%	147	8%	220	12%	19	1%
61-80%	65	4%	42	2%	316	17%	13	1%
81-100%	40	2%	52	3%	703	38%	13	1%
Total	1,769	100%	1,762	100%	1,871	100%	1,755	100%
Hours	Secondary Work Location							
	Children		Adolescents		Adults		Elderly	
	Count	%	Count	%	Count	%	Count	%
0-20%	444	78%	378	66%	131	21%	503	89%
21-40%	61	11%	101	18%	68	11%	28	5%
41-60%	35	6%	55	10%	82	13%	10	2%
61-80%	17	3%	20	3%	67	11%	5	1%
81-100%	13	2%	20	4%	262	43%	17	3%
Total	570	100%	573	100%	610	100%	563	100%

## Distribution of Work Hours

LCPs were asked about the amount of time spent in each of eight different job categories. The majority of LCPs spent no time working in forensics, research, education or volunteering, while a plurality spent between only 1 and 5 hours per week in administrative tasks. A majority of LCPs spent no more than 5 hours per week in every job category other than patient care, where more than half of all counselors spent at least 20 hours per week working. Of this group, more than half (27% of all LCPs) spent more than 30 hours per week with patients. Administrative tasks were the only other job category in which a non-trivial number of LCPs worked more than 20 hours per week.

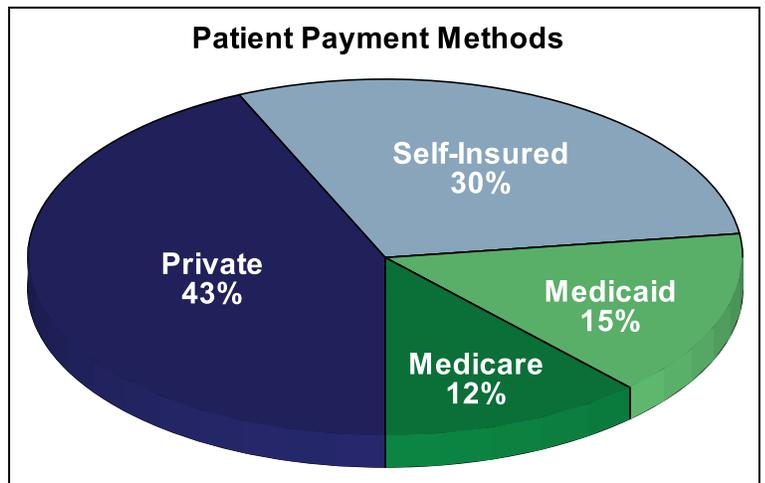


Hours	Combined Work Locations							
	Administrative		Patient Care		Forensics		Research	
	Count	%	Count	%	Count	%	Count	%
0	129	8%	117	6%	1,239	75%	1,168	71%
1-10	1,127	67%	329	18%	283	17%	374	23%
11-20	233	14%	428	23%	54	3%	53	3%
21-30	91	5%	466	25%	25	2%	33	2%
31-40	47	3%	372	20%	31	2%	18	1%
40+	46	3%	130	7%	17	1%	3	0%
<b>Total</b>	<b>1,673</b>	<b>100%</b>	<b>1,840</b>	<b>100%</b>	<b>1,649</b>	<b>100%</b>	<b>1,650</b>	<b>100%</b>
Hours	Supervisory		Educational		Volunteer		Other	
	Count	%	Count	%	Count	%	Count	%
	0	770	45%	1,080	65%	999	61%	1,036
1-10	863	51%	477	29%	641	39%	226	17%
11-20	60	4%	74	4%	8	1%	45	3%
21-30	14	1%	24	1%	2	0%	19	1%
31-40	3	0%	11	1%	0	0%	7	1%
40+	1	0%	3	0%	0	0%	5	0%
<b>Total</b>	<b>1,710</b>	<b>100%</b>	<b>1,669</b>	<b>100%</b>	<b>1,650</b>	<b>100%</b>	<b>1,337</b>	<b>100%</b>

## Patient Payment Methods

LCPs were asked about the payment methods of their patients across all work locations. A majority of LCPs responded that less than 20% of their patients either paid out of pocket or were covered under Medicare or Medicaid. LCPs were more likely to treat patients who had private health insurance: One-third of all LCPs responded that more than 60% of their patients were covered under a private health plan. The same number was 19% for uninsured patients, 6% for Medicaid patients and 2% for Medicare patients.

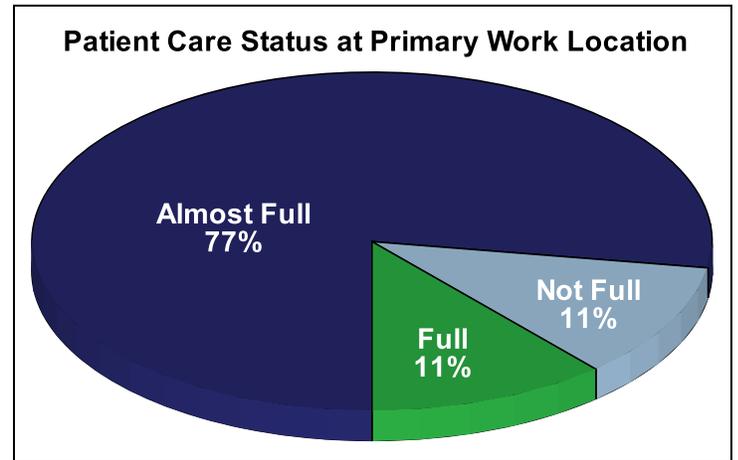
LCPs were also asked about their future expectations concerning the percentage of patients in their practice who would be covered under either Medicare or Medicaid. Responses suggest that LCPs might be taking on a few more government-insured patients in the future.



% of Patients	Current Payment Methods								Expected Future Payment Methods	
	Out-of-Pocket		Medicaid		Medicare		Private Insurance		Medicare/Medicaid	
	Count	%	Count	%	Count	%	Count	%	Count	%
0-20%	1,261	70%	1,449	83%	1,516	87%	835	47%	1,308	73%
21-40%	98	6%	128	7%	132	8%	142	8%	205	11%
41-60%	89	5%	62	4%	41	2%	215	12%	110	6%
61-80%	39	2%	50	3%	22	1%	257	15%	82	5%
81-100%	310	17%	59	3%	23	1%	317	18%	88	5%
<b>Total</b>	<b>1,797</b>	<b>100%</b>	<b>1,748</b>	<b>100%</b>	<b>1,735</b>	<b>100%</b>	<b>1,766</b>	<b>100%</b>	<b>1,793</b>	<b>100%</b>

## Patient Care Status

Among LCPs who provided an estimate concerning the ability of their practice to accept new patients, more than three-quarters indicated that their primary work location was nearly full and accepting few new patients. Meanwhile, nearly equal numbers of LCPs indicated that their primary work location was either not full or completely full. This distribution was roughly equivalent with respect to secondary and tertiary work locations, although the percentage of LCPs indicating that their practice was almost full declined by approximately 15%.



Status	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Not Full	113	11%	61	15%	7	17%
Almost Full	787	77%	249	62%	25	61%
Full	116	11%	89	22%	9	22%
<b>Total</b>	<b>1,016</b>	<b>100%</b>	<b>399</b>	<b>100%</b>	<b>41</b>	<b>100%</b>

## Distribution of Work Locations

The HWDC uses the eight regions defined by the Council of Virginia’s Future to give a general idea of how Virginia’s LCP workforce is distributed across the state (for information on COVF regions see the *Virginia Performs* website: <http://vaperforms.virginia.gov/extras/regions.php>). To get a better sense of the geographic distribution of LCPs, see the Map section beginning on page 21.

Among Virginia’s LCPs with a primary work location, nearly 40% worked in Northern Virginia. In addition, another 40% worked in either Central Virginia or Hampton Roads. Every other region in the state except for West Central Virginia accounted for 5% or less of all LCPs with a primary work location. This distribution was roughly equivalent among LCPs with secondary and tertiary work locations as well. For secondary work locations, 72% of LCPs worked in either Northern Virginia, Central Virginia or Hampton Roads. More LCPs tended to take secondary and third jobs outside the state of Virginia: Although 97% of primary work locations were inside the state, only 88% of secondary work locations and 76% of tertiary work locations were within the Commonwealth.

COVF	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Central	508	25%	134	20%	24	21%
Eastern	8	1%	2	0%	0	0%
Hampton Roads	309	15%	113	17%	16	14%
Northern	799	39%	239	35%	26	23%
Southside	32	2%	7	1%	2	2%
Southwest	26	1%	16	2%	0	0%
Valley	118	5%	28	4%	6	5%
West Central	198	9%	61	9%	13	12%
<b>Virginia</b>	<b>1,997</b>	<b>97%</b>	<b>600</b>	<b>88%</b>	<b>87</b>	<b>76%</b>
Several Localities	1	0	7	1%	4	3%
Va. Border State/D.C.	40	2%	40	6%	9	8%
Other U.S. State	23	1%	39	6%	13	12%
Outside U.S.	0	0%	0	0%	0	0%
<b>Total</b>	<b>2,063</b>	<b>100%</b>	<b>685</b>	<b>100%</b>	<b>114</b>	<b>100%</b>

## Full-Time Equivalency Units (FTEs)

Economists and human resources professionals often refer to Full Time Equivalency units (or FTEs) when discussing labor market participation. Conceptually, an FTE represents one full time worker or one full time position. One FTE may be provided by two part-time workers or one full time worker. Alternatively, one worker with one full time job and one part time job may provide 1.5 FTEs. FTEs provide an easy way to compare labor or job supply while accounting for differing levels of work supplied by individuals.

Total FTEs	Weighted Estimate	%
0.0	59	3%
0.5	436	20%
1.0	1,197	54%
1.5	446	20%
2.0	69	3%
2.5	1	0%
3.0	0	0%
<b>Total:</b>	<b>2,208</b>	<b>100%</b>

FTEs are defined using a variety of methods. Human resources professionals (and employees) often think in terms of positions or jobs, with one full time position equivalent to one FTE and one part time position equivalent to 0.5 FTEs. Economists (and payroll professionals), however, often need more precise measures of hours worked. Economists often use hours worked (as we did in the previous section). Using FTEs, however, provides a human scale for examining data and provides for easy benchmarking across data sources.

When using FTEs, readers are cautioned to look closely at how FTEs are defined. Does FTE refer to positions, or is it derived from hours worked (or some other measure of services provided, such as medications dispensed)? How many hours equates to one FTE? Unless defined equivalently, direct comparisons of FTEs require caution. In many cases, direct comparisons are not appropriate.

Age	Total FTEs	
	Mean	Sum
Under 35	1.12	262
35 to 39	1.01	271
40 to 44	1.01	296
45 to 49	1.01	206
50 to 54	1.07	216
55 to 59	1.04	309
60 to 64	1.03	373
65 to 69	0.90	197
Over 69	0.74	95
<b>Total</b>	<b>2,226</b>	<b>1.01</b>

For this survey, respondents were asked to provide estimates for the numbers of hours worked at up to three separate locations. Answers were given in 10-hour intervals, from which the midpoint was used as the estimate for that respondent at that location. For those who indicated having a job but did not provide an estimate, the average hours worked for all respondents in the same age group and rural/urban status was imputed for that location. For each work location, part-time jobs (those requiring less than 30 hours per week) counted as 0.5 FTE, while full-time jobs counted for 1.0 FTE. The sum of the FTEs for all three work locations provides an estimate for the total number of FTEs provided by each respondent in the survey. For instance, a respondent who worked 40 hours per week at a primary work location and 20 hours per week at a secondary work location would be credited with 1.5 total FTEs.

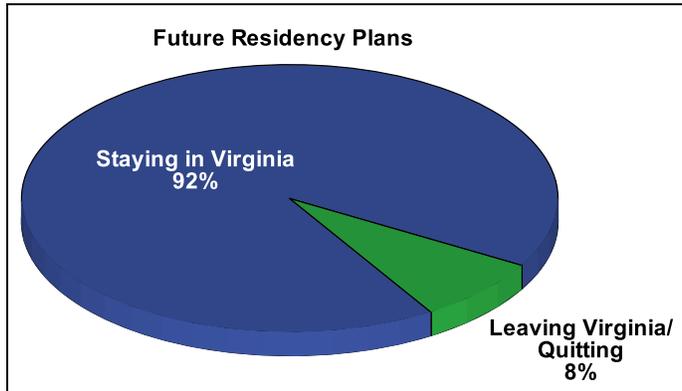
Using this methodology, it is estimated that Virginia's licensed clinical psychologists provided 2,226 FTEs across all primary, secondary and tertiary work locations, which is equivalent to an average of 1.01 FTEs per LCP.

FTEs are reported alongside hours in the following charts and in the map section beginning on page 21.

## Future Plans

### Place of Residence

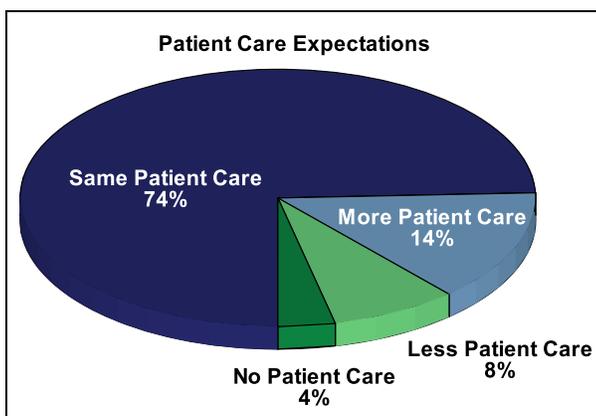
More than 90% of Virginia's LCPs plan on continuing their work within Virginia over the next two years. Meanwhile, 7% have left or plan on leaving the state over the same time period, while just 1% plan on quitting the profession.



Two-Year Plans	Weighted Estimate	%
<b>Staying in Virginia</b>		
Stay in Same Location	1,772	90%
Move to New Location	45	2%
<b>Leaving Virginia</b>		
Not Currently Working in Virginia	89	5%
Move Away from Virginia	37	2%
<b>Other</b>		
Quitting Profession	28	1%
<b>Total</b>	<b>1,971</b>	<b>100%</b>

### Patient Care

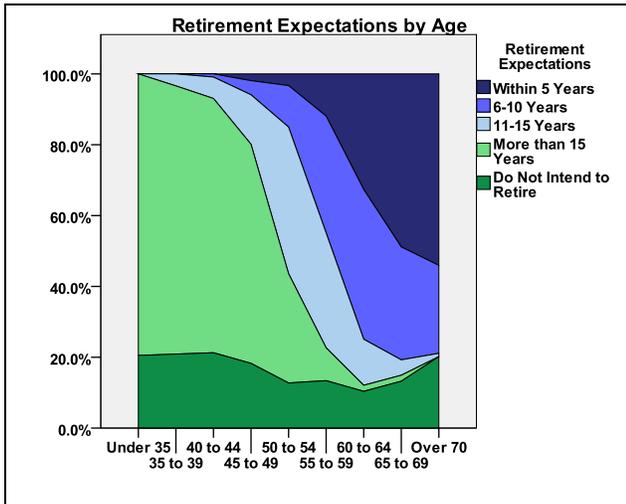
More than 95% of Virginia's LCPs plan on continuing patient care relationships over the next two years, including nearly three-quarters who plan on maintaining the same level of patient care. In total, 14% plan on increasing their patient workload, while just 8% plan on reducing their workload. Meanwhile, 4% of LCPs plan on ending all patient care relationships over the next two years.



Two-Year Plan	Weighted Estimate	%
<b>Continued Patient Care</b>		
At the Same Level	1,450	74%
At an Increased Level	274	14%
At a Reduced Level	156	8%
<b>Ending Patient Care</b>		
Retiring	35	2%
Moving to Non-Patient Care Job	35	2%
<b>Total</b>	<b>1,950</b>	<b>100%</b>

## Retirement

In total, 16% of LCPs plan on retiring within the next five years. Meanwhile, more than one-third of all LCPs plan on remaining in the profession for at least the next 15 years, and 16% have no intentions of retiring at all.

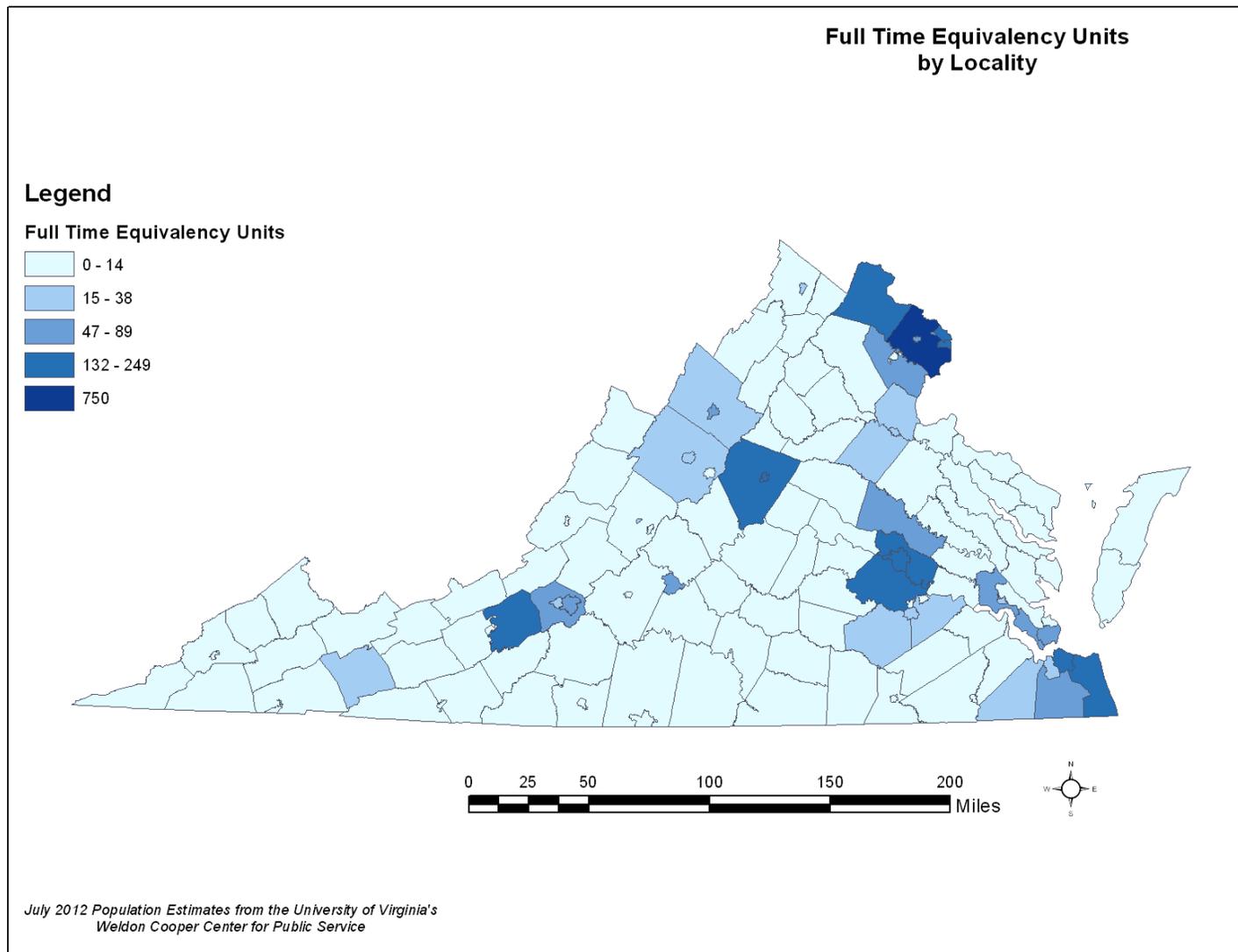


Two-Year Plan	Weighted Estimate	%
Within Five Years	318	16%
6-10 Years	356	18%
11-15 Years	263	13%
More than 15 Years	712	36%
Do Not Intend to Retire	320	16%
<b>Total</b>	<b>1,969</b>	<b>100%</b>

## Return to Workforce

In total, 109 non-practicing or currently retired LCPs indicated their intentions to return to the workforce at a future date. However, most could not provide a definite time frame for their return. Among those LCPs who could provide such a time frame, more than half indicated that they would return within the next year.

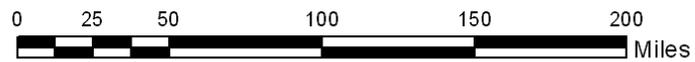
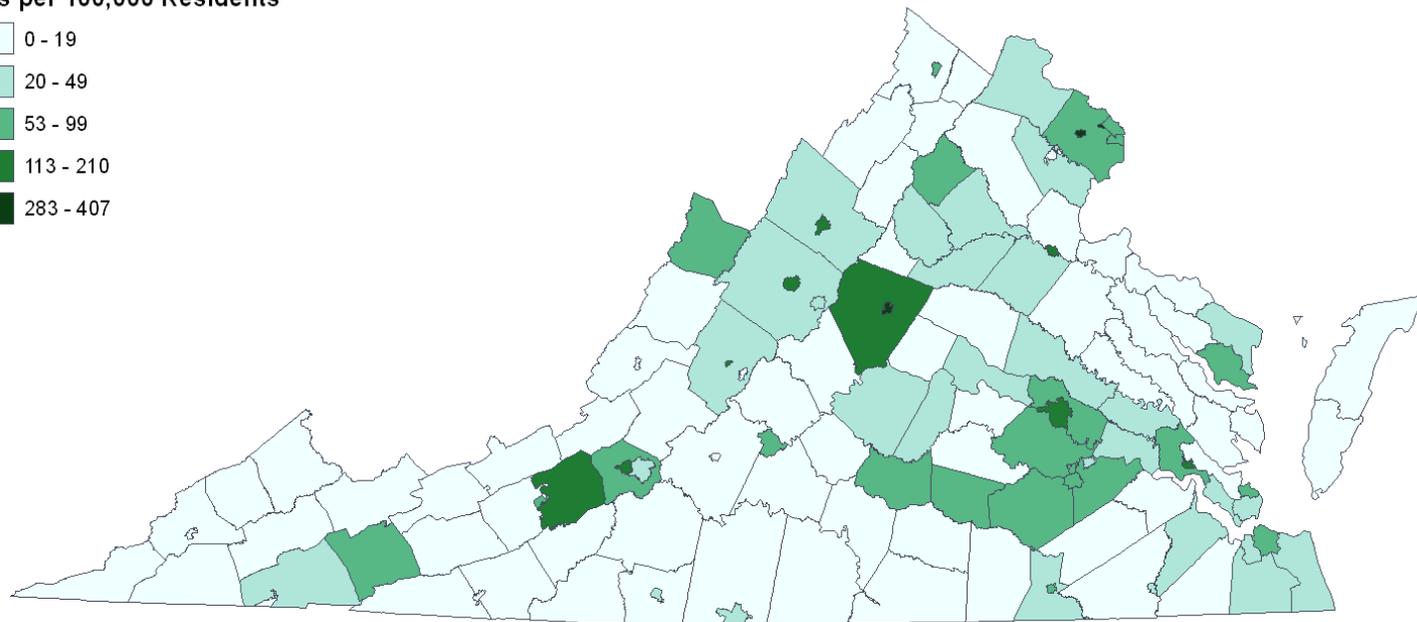
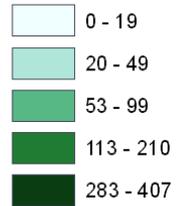
Return Timeframe	Weighted Estimate	%
Within 1 Year	27	25%
1-2 Years	14	13%
2-3 Years	6	6%
Unknown	62	57%
<b>Total</b>	<b>109</b>	<b>100%</b>



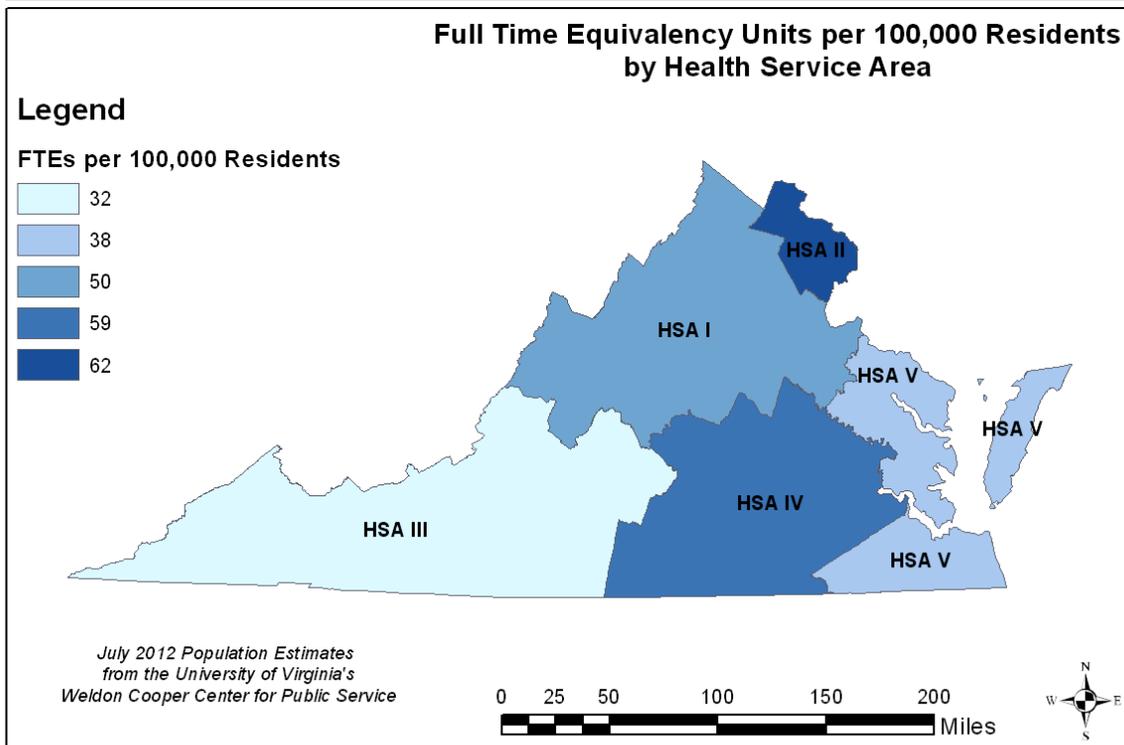
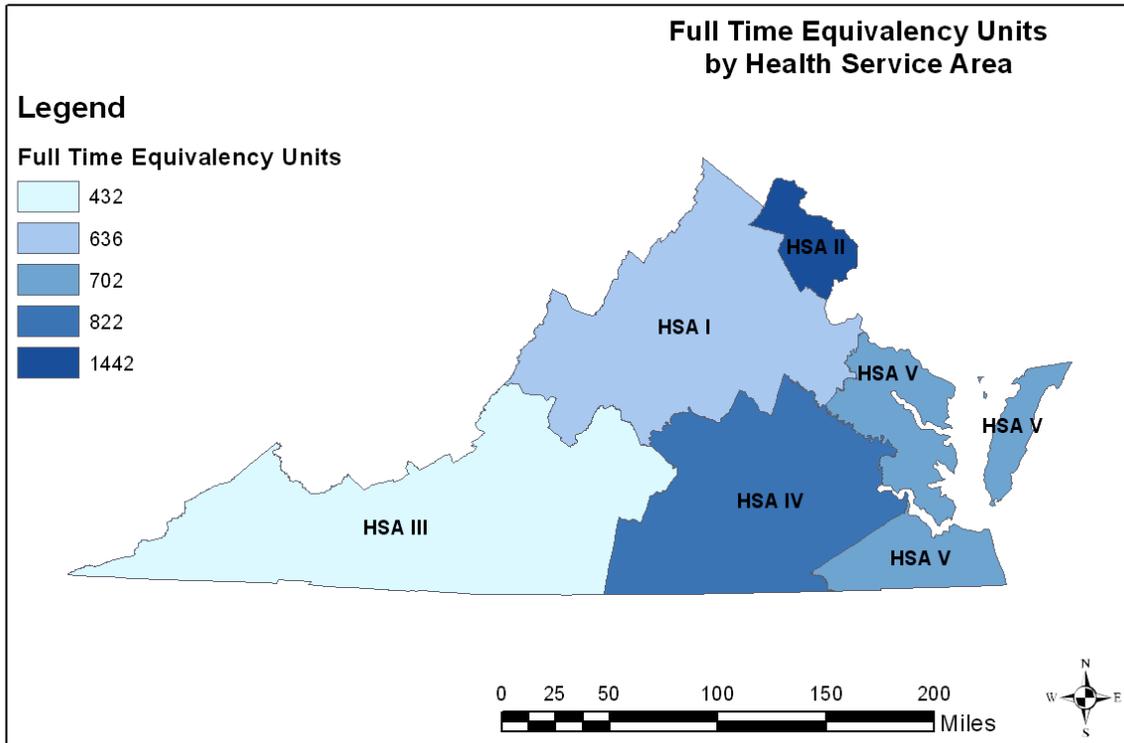
### Full Time Equivalency Units per 100,000 Residents by Locality

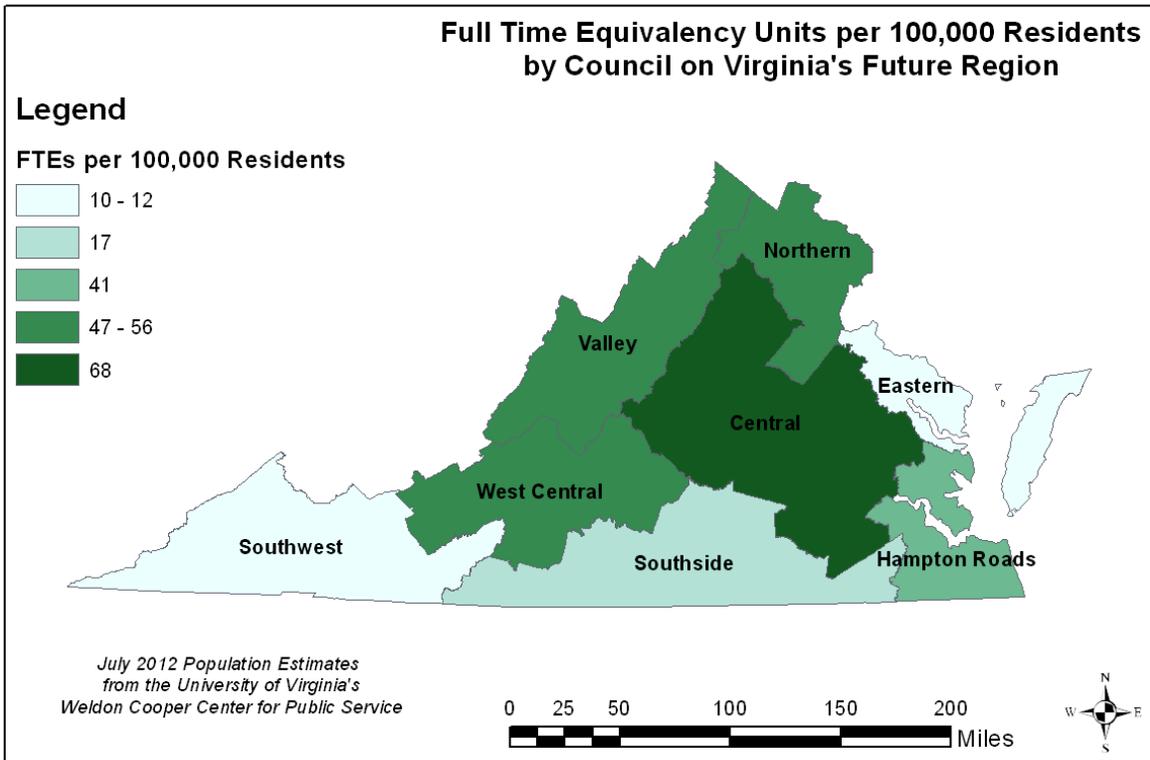
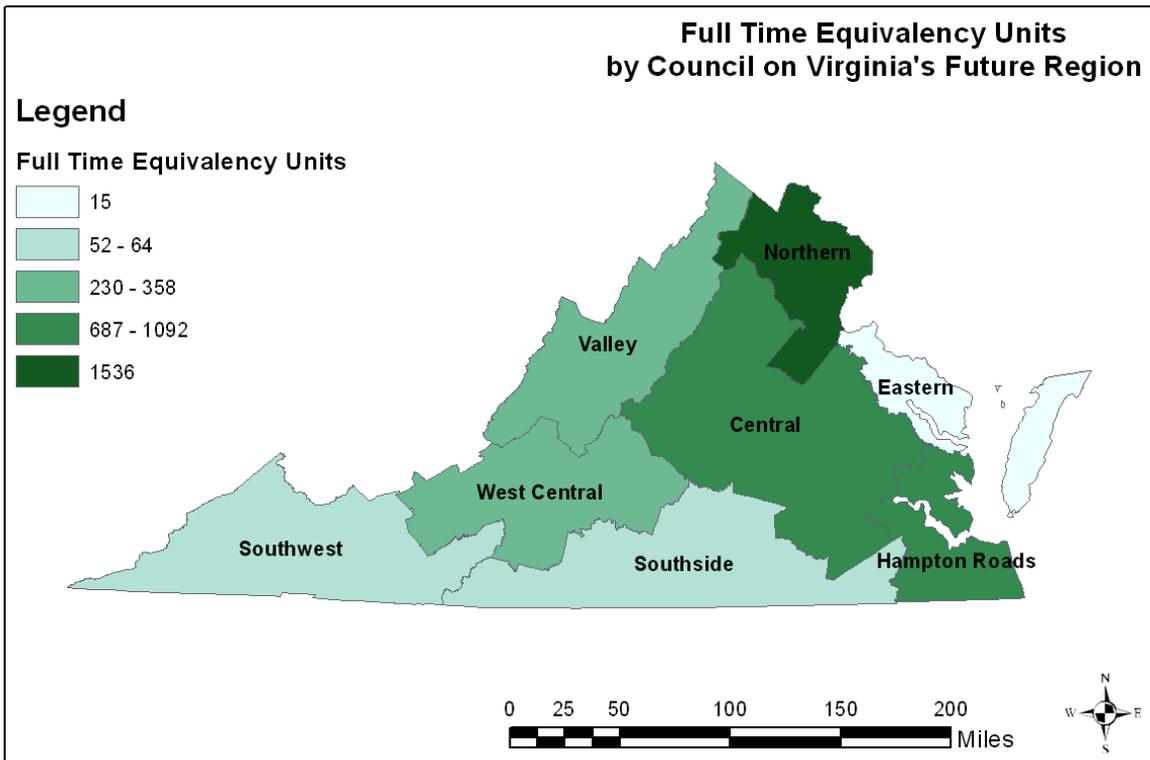
#### Legend

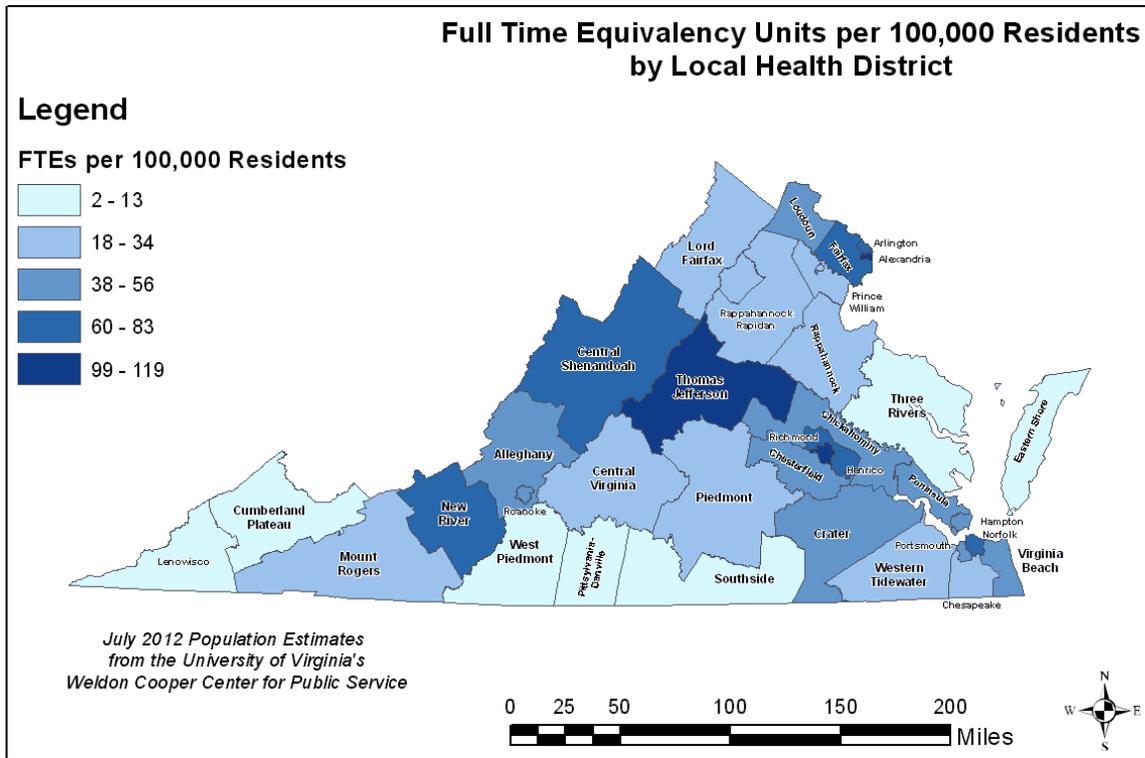
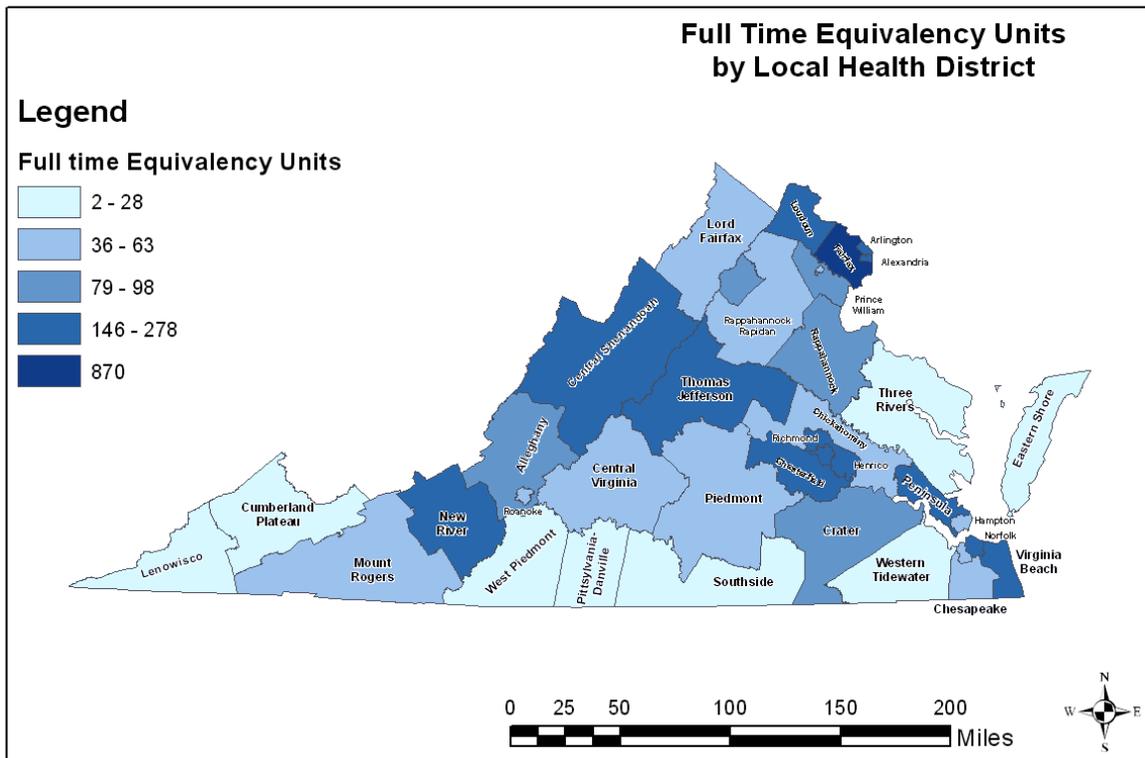
#### FTEs per 100,000 Residents

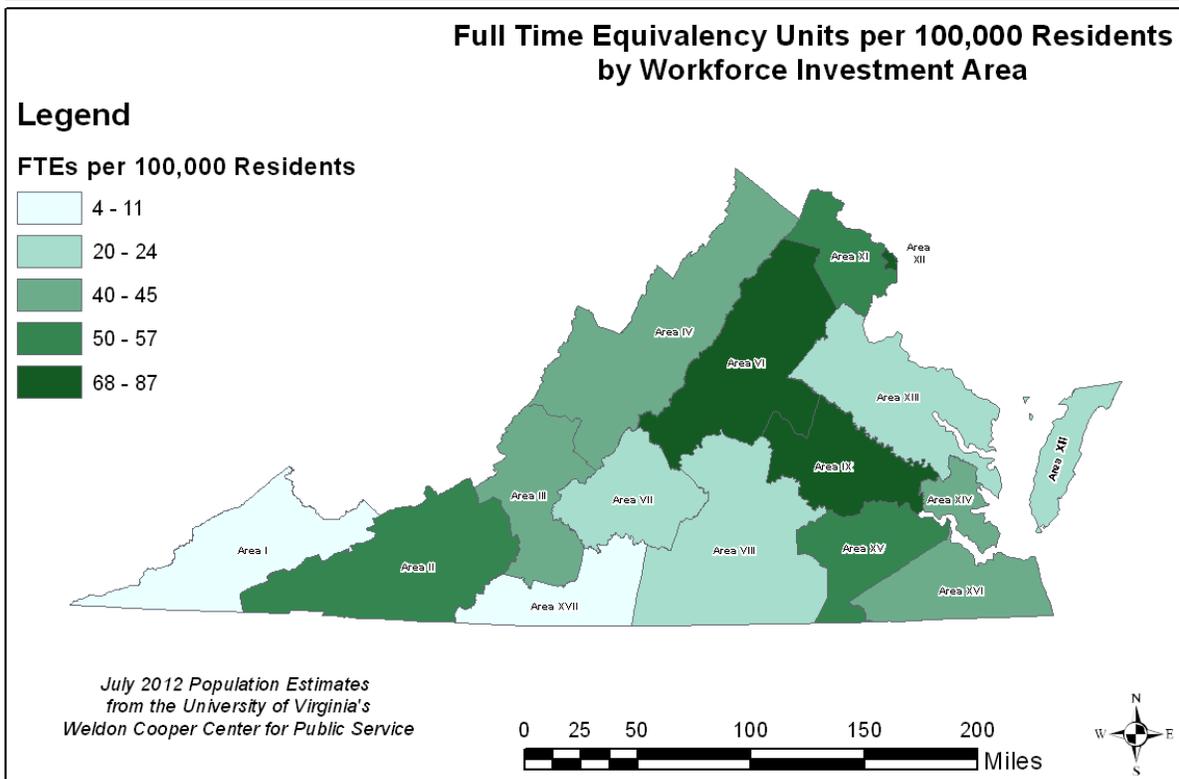
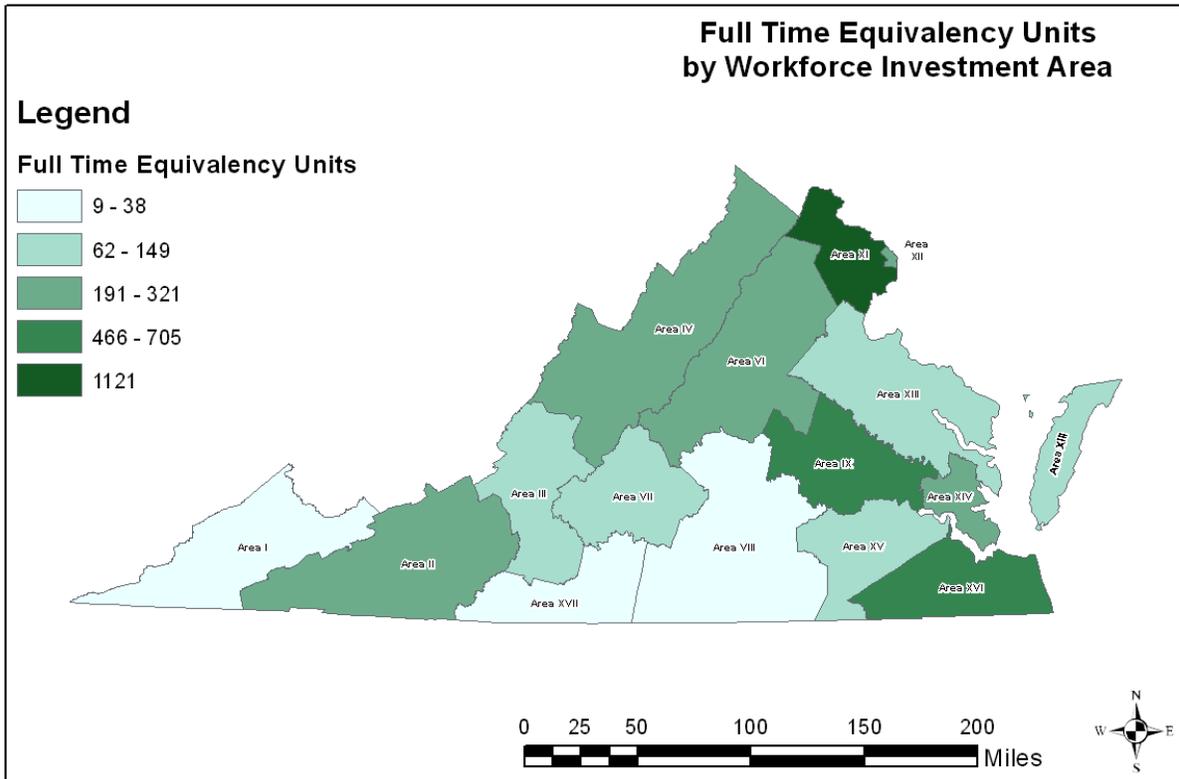


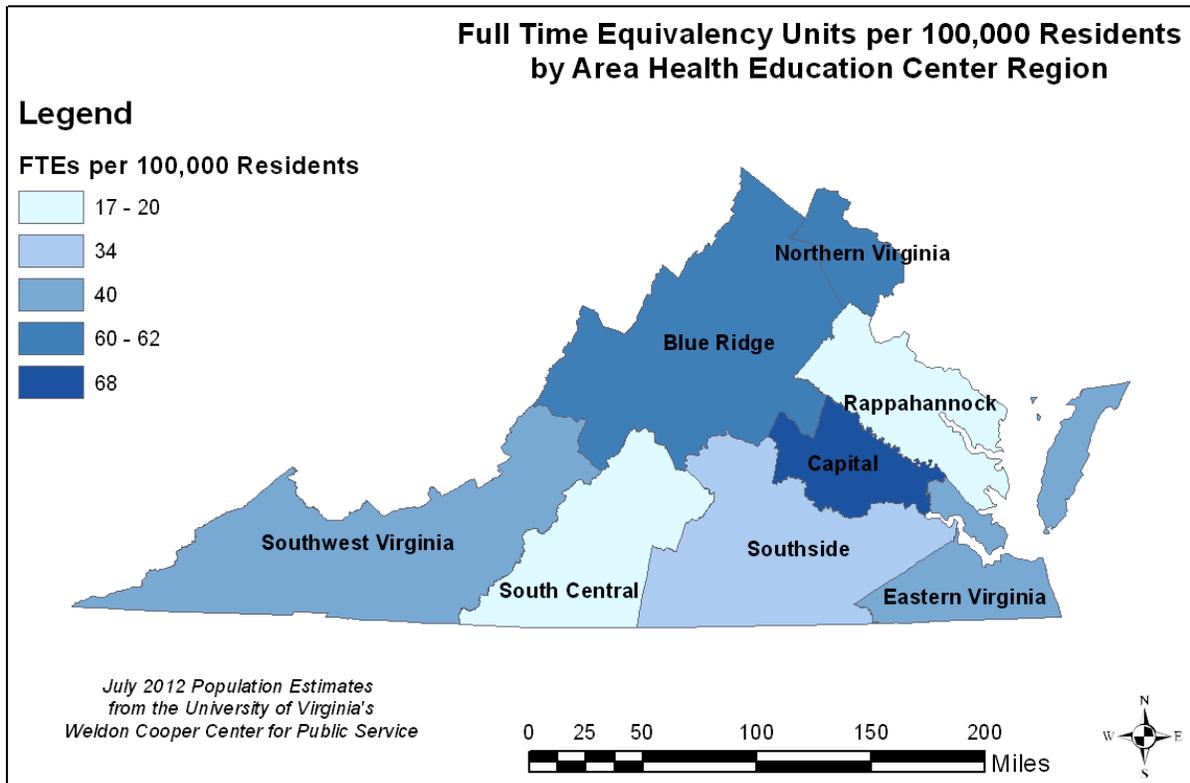
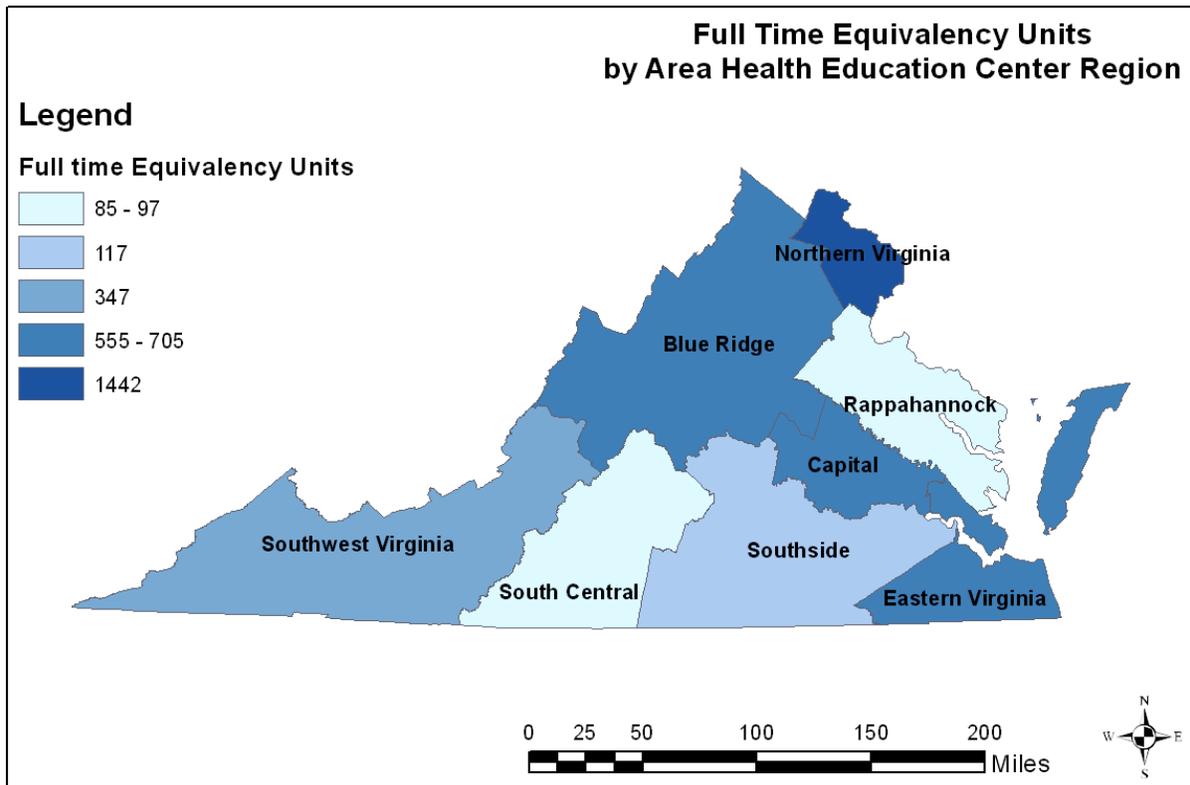
July 2012 Population Estimates from the University of Virginia's  
Weldon Cooper Center for Public Service

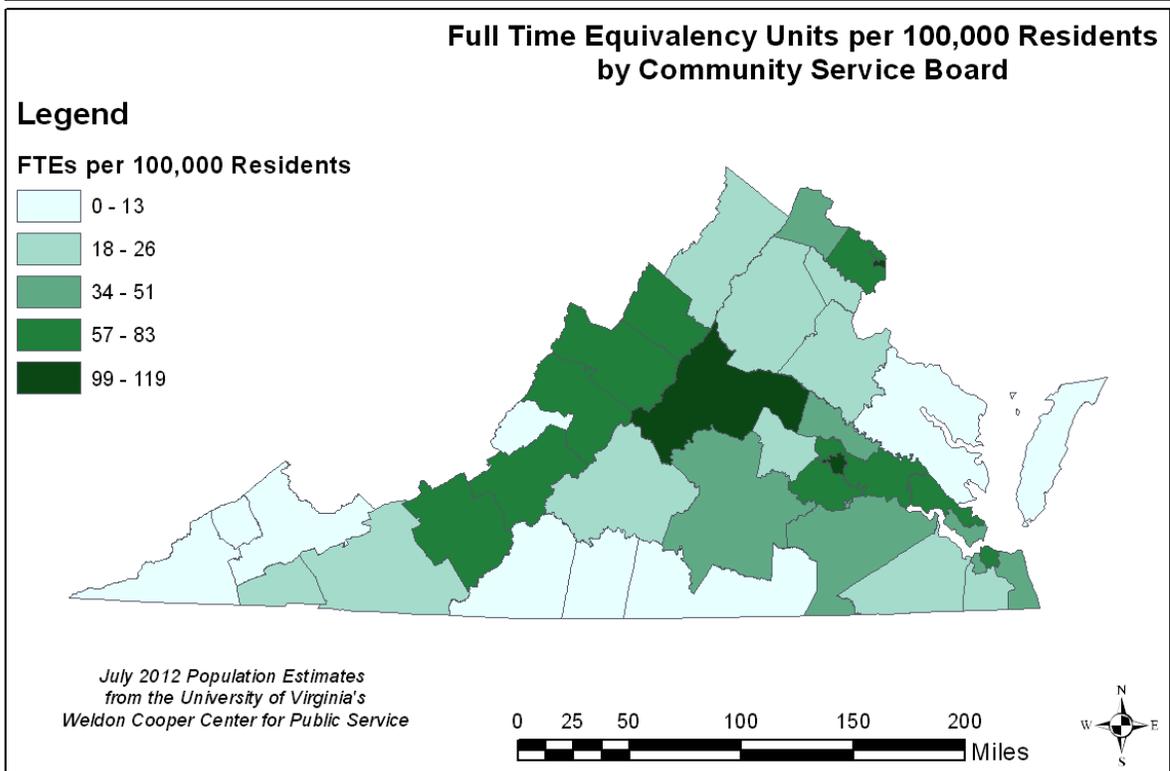
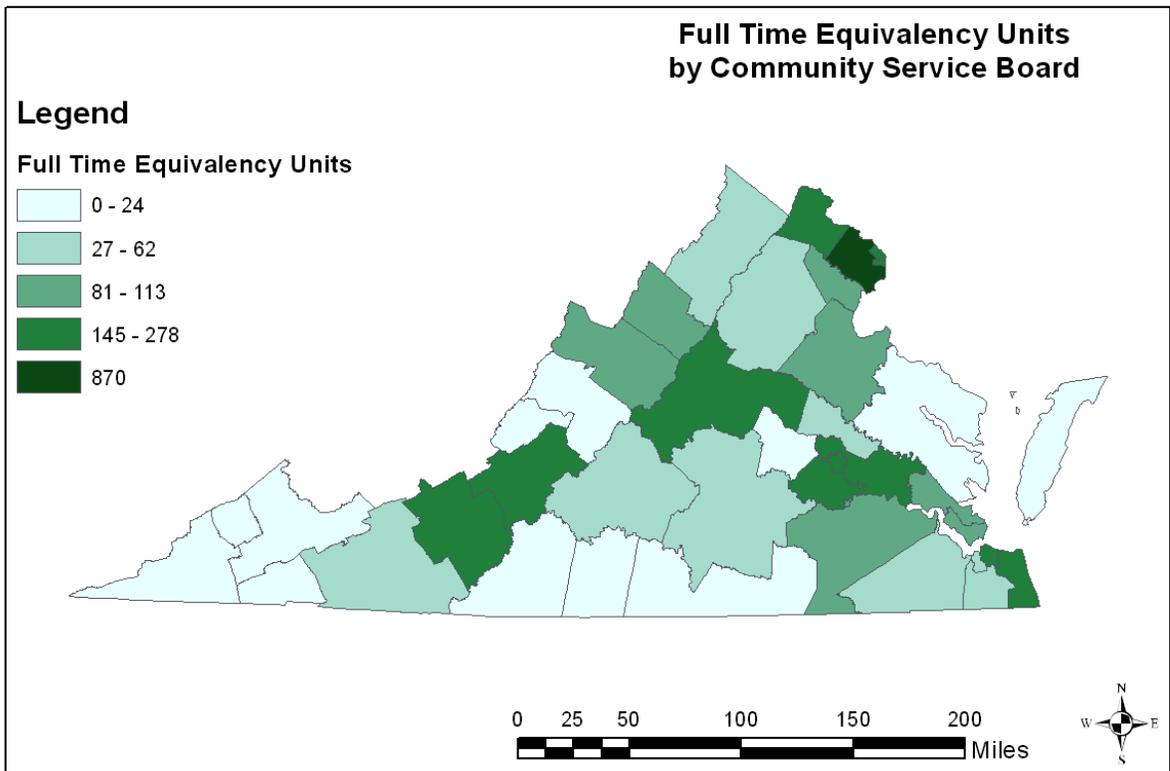












## Appendices

### Appendix A: Weights

Final weights were calculated by multiplying the two weights and the overall response rate:  $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}$ .

Age	Response Rate	Weight
Under 35	70.9%	1.409961
35 to 39	83.5%	1.197232
40 to 44	87.7%	1.140212
45 to 49	88.2%	1.133333
50 to 54	87.2%	1.146572
55 to 59	87.2%	1.146454
60 to 64	87.9%	1.137577
65 to 69	80.0%	1.250000
70 and Over	80.9%	1.236559

Rural Status	Response Rate	Weight
Metro, 1 million+	85.3%	1.172678
Metro, 250,000 to 1 million	86.1%	1.161073
Metro, 250,000 or less	86.8%	1.152398
Urban pop 20,000+, Metro adj	82.0%	1.219178
Urban pop 20,000+, nonadj	NA	NA
Urban pop, 2,500-19,999, Metro adj	85.2%	1.173553
Urban pop, 2,500-19,999, nonadj	83.3%	1.200000
Rural, Metro adj	79.5%	1.257142
Rural, nonadj	84.6%	1.181818
Virginia border state/DC	75.7%	1.321212
Other US State	77.2%	1.294798

## Appendix B: The 2012 Behavioral Science Workforce Survey

Question	Choices
1 Please select your sex:	Male
	Female
2 Please select the items that best describe your race/ethnicity. Please answer both question 2a about Hispanic origin and 2b about race/ethnicity.	
2.a. Select one:	Hispanic, Latino or Spanish Origin
	Not Hispanic, Latino or Spanish Origin
2.b. Select all that apply:	White
	Black or African American
	American Indian or Alaska Native
	Asian
	Native Hawaiian or Pacific Islander
	Some other race
2.c. If some other race, please specify:	Fill in the blank
3 In which state did you do your internship?	Outside Of The US
	List of States
4 In which state was your most recent residency training?	Outside Of The US
	List of States
5 In which state did you get your highest degree?	Outside Of The US
	List of States
5.a. What is your highest degree?	Bachelors
	Masters
	Doctorate / Ph.D.
	Psy.D.
6 Are you in the USA on a J-1 visa?	Yes
	No
7 In which state do you currently reside?	Outside Of The US
	List of States
8 In which other state(s) are you licensed? Check all that apply	Maryland
	West Virginia
	Kentucky
	Tennessee
	North Carolina
	District of Columbia
	One or more other US states
Work Information	

9 How many individual work or employment locations do you have? Please include locations where you provide volunteer or unpaid services.	0
	1
	2
	3
	4
	5
	6 or more

If you answered "0" to the previous question, please skip to question number 37. Thank You!

Primary Work Location

10 What is the locality of your current <b>primary place of employment</b> (this is the location where you work the most hours in a week)?	List of Virginia Cities and Counties
	Several localities (Traveling, Temporary, etc)
	Outside of the US
	Virginia Border State/DC
	Other US State

11 Please select the choice that best describes this practice setting:	Administrative/Regulatory
	Community Service Board
	Corrections, Court Services
	Employee Assistance Program
	HMO/Insurance Company
	Home Health
	Hospital or Health System
	K-12 School system
	Mental health facility-inpatient
	Mental health facility-outpatient
	Non-profit Agency
	Nursing home/Long term care facility
	Private practice/consultant, group
	Private practice/consultant, solo
	Religious Organization
	State or Local Government Department (non-CSB)
	Substance Abuse
University/Higher education	
US Military, Defense Department	
Veterans administration-inpatient	
Veterans administration-	

	outpatient
	Other work setting
11.a. If you selected "other practice setting" please provide a one or two word description:	Fill in the blank
12 How many hours do you work in an average workweek at this location?	<i>Dropdown</i>
	1 to 9 hours
	10 to 19 hours
	20 to 29 hours
	30 to 39 hours
	40 to 49 hours
	50 to 59 hours
	60 to 69 hours
	70 to 79 hours
	80 or more hours
	13 What percentage of these hours are <b>patient or clinical care hours</b> ?
11-20%	
21-30%	
31-40%	
41-50%	
51-60%	
61-70%	
71-80%	
81-90%	
91-100%	
14 What is your <b>specialty area</b> at your primary work location?	Academic (Teaching)
	Administration/Management/Regulatory
	Adolescent
	Adoption/Foster Care
	Behavioral Disorder
	Child
	Educational
	Experimental or Research
	Family
	Forensic
	Gerontologic
	Health
	Industrial-Organizational, Work Environment
	Marriage
	Medical
	Mental Health
Public Health	
Rehabilitation/Vocational	

	School
	Sex Offender Treatment
	Substance Abuse
	Other Specialty Area
14.a. If you selected other specialty area, please describe as briefly as possible:	Fill in the blank
15 What percentage of these hours are spent providing services in your <b>specialty areas</b> ?	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
91-100%	
16 What percentage of your time is spent with the following age groups at your primary practice location? <b>Total of 16.a. - 16.d. should equal 100%.</b>	
16.a. Adolescent	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
91-100%	
16.b. Adults	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
91-100%	
16.c. Children	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%

	61-70%
	71-80%
	81-90%
	91-100%
16.d. Geriatric	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
17 Mark the response that best describes your current patient care practice status at your primary location.	I do not see patients at this location
	I do not determine my patient load at this location
	I cannot accept new clients, my practice is full.
	I can accept some new clients, my practice is nearly full.
	I can accept many new clients my practice is far from full.
<b>If you have only one work location, please skip to question #35.</b>	
<b>Secondary Work Location</b>	
18 What is the locality of your current <b>secondary place of employment</b> (this is the location where you work the most hours in a week)?	List of Virginia Cities and Counties
	Several localities (Traveling, Temporary, etc)
	Outside of the US
	Virginia Border State/DC
	Other US State
19 Please select the choice that best describes this practice setting:	Administrative/Regulatory
	Community Service Board
	Corrections, Court Services
	Employee Assistance Program
	HMO/Insurance Company
	Home Health
	Hospital or Health System
	K-12 School system
	Mental health facility-inpatient
	Mental health facility-outpatient

	Non-profit Agency
	Nursing home/Long term care facility
	Private practice/consultant, group
	Private practice/consultant, solo
	Religious Organization
	State or Local Government Department (non-CSB)
	Substance Abuse
	University/Higher education
	US Military, Defense Department
	Veterans administration-inpatient
	Other work setting
19.a. If Other work setting was selected, please fill in the blank.	Fill in the blank
20 How many hours do you work in an average workweek at this location?	<i>Dropdown</i>
	1 to 9 hours
	10 to 19 hours
	20 to 29 hours
	30 to 39 hours
	40 to 49 hours
	50 to 59 hours
	60 to 69 hours
	70 to 79 hours
	80 or more hours
21 What percentage of these hours are <b>patient or clinical care hours</b> ?	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
22 What is your <b>specialty area</b> at your secondary work location?	Academic (Teaching)
	Administration/Management/Regulatory
	Adolescent
	Adoption/Foster Care
	Behavioral Disorder
	Child

	Educational
	Experimental or Research
	Family
	Forensic
	Gerontologic
	Health
	Industrial-Organizational, Work Environment
	Marriage
	Medical
	Mental Health
	Public Health
	Rehabilitation/Vocational
	School
	Sex Offender Treatment
	Substance Abuse
Other Specialty Area	
22.a. If you selected other specialty area, please describe as briefly as possible:	Fill in the blank
23 What percentage of these hours are spent providing services in your <b>specialty areas</b> ?	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
24 What percentage of your time is spent with the following age groups at your secondary practice location? <b>Total of 24.a. - 24.d. should equal 100%.</b>	
24.a. Adolescent	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
24.b. Adults	0-10%
	11-20%
	21-30%

	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
24.c. Children	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
24.d. Geriatric	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
25 Mark the response that best describes your current patient care practice status at your secondary location.	I do not see patients at this location
	I do not determine my patient load at this location
	I cannot accept new clients, my practice is full.
	I can accept some new clients, my practice is nearly full.
	I can accept many new clients my practice is far from full.
<b>If you have no additional practice locations, please skip to question #35.</b>	
<b>Other Practice Location</b>	
26 What is the locality of your <b>other place of employment</b> (this is the location where you work the fewest hours in a week)?	List of Virginia Cities and Counties
	Several localities (Traveling, Temporary, etc)
	Outside of the US

	Virginia Border State/DC
	Other US State
27 Please select the choice that best describes this practice setting:	Administrative/Regulatory
	Community Service Board
	Corrections, Court Services
	Employee Assistance Program
	HMO/Insurance Company
	Home Health
	Hospital or Health System
	K-12 School system
	Mental health facility-inpatient
	Mental health facility-outpatient
	Non-profit Agency
	Nursing home/Long term care facility
	Private practice/consultant, group
	Private practice/consultant, solo
	Religious Organization
	State or Local Government Department (non-CSB)
	Substance Abuse
	University/Higher education
	US Military, Defense Department
	Veterans administration-inpatient
Other work setting	
27.a. If Other work setting was selected, please fill in the blank.	Fill in the blank
28 How many hours do you work in an average workweek at this location?	<i>Dropdown</i>
	1 to 9 hours
	10 to 19 hours
	20 to 29 hours
	30 to 39 hours
	40 to 49 hours
	50 to 59 hours
	60 to 69 hours
	70 to 79 hours
	80 or more hours
29 What percentage of these hours are <b>patient or clinical care hours</b> ?	0-10%
	11-20%
	21-30%
	31-40%

	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
30 What is your <b>specialty area</b> at your other work location?	Academic (Teaching)
	Administration/Management/Regulatory
	Adolescent
	Adoption/Foster Care
	Behavioral Disorder
	Child
	Educational
	Experimental or Research
	Family
	Forensic
	Gerontologic
	Health
	Industrial-Organizational, Work Environment
	Marriage
	Medical
	Mental Health
	Public Health
	Rehabilitation/Vocational
	School
	Sex Offender Treatment
	Substance Abuse
	Other Specialty Area
31 If you selected other specialty area, please describe as briefly as possible:	Fill in the blank
32 What percentage of these hours are spent providing services in your <b>specialty areas</b> ?	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
33 What percentage of your time is spent with the following age groups at your other work location? <b>Total of 33.a. - 33.d. should equal 100%.</b>	

33.a. Adolescent	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
33.b. Adults	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
33.c. Children	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
33.d Geriatric	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
34 Mark the response that best describes your current patient care practice status at this other location.	I do not see patients at this location

	I do not determine my patient load at this location I cannot accept new clients, my practice is full. I can accept some new clients, my practice is nearly full. I can accept many new clients my practice is far from full.
<b>Combined Practice Locations</b>	
35 In your combined practice locations, please indicate the typical number of hours per week you spend in each of the following activities:	
35.a. Administrative	None 1-5 hours 6-10 hours 11-15 hours 16-20 hours 21-25 hours 26-30 hours 31-35 hours 36-40 hours 41-45 hours 46+ hours
35.b. Direct client services/Patient Care	None 1-5 hours 6-10 hours 11-15 hours 16-20 hours 21-25 hours 26-30 hours 31-35 hours 36-40 hours 41-45 hours 46+ hours
35.c. Forensic	None 1-5 hours 6-10 hours 11-15 hours 16-20 hours 21-25 hours 26-30 hours 31-35 hours 36-40 hours 41-45 hours 46+ hours

35.d. Research	None
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
	46+ hours
	35.e. Supervision
1-5 hours	
6-10 hours	
11-15 hours	
16-20 hours	
21-25 hours	
26-30 hours	
31-35 hours	
36-40 hours	
41-45 hours	
46+ hours	
35.f. Teaching	
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
	46+ hours
	35.g. Volunteer (pro-bono)
1-5 hours	
6-10 hours	
11-15 hours	
16-20 hours	
21-25 hours	
26-30 hours	
31-35 hours	
36-40 hours	
41-45 hours	

	46+ hours
35.h. Other	None
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
	46+ hours
	36 In your combined practice locations, please indicate the percentage of your current clients that are:
36.a. "Self-pay" clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
36.b. Medicaid clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
36.c. Medicare clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%

	61-70%
	71-80%
	81-90%
	91-100%
36.d. Private insurance clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
36.e. In the next year, what percentage of your clients do you believe will be Medicare/Medicaid clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
37 In the next 24 months, do you plan to: (Choose one)	Remain in your current geographic location in Virginia
	Move and work in another geographic location in Virginia
	Move and work out of state
	Cease working in the Behavioral Sciences
	Not currently working in Virginia
38 In the next 24 months, do you plan to:	Provide patient care at the same level
	Provide patient care at an increased level
	Provide patient care at a reduced level
	Move to a non-patient care position
	Retire from patient care
39 When do you think you might retire?	In the next 5 years

	In 6 - 10 years
	In 11- 15 years
	In 16 or more years
	Do not intend to retire
40 If you are Inactive or Retired do you plan to return to practice?	Yes
	No
40.a. If Yes, when?	Within the next 12 months
	Within 13-24 months
	Within 25-36 months
	I do not know when
<b>End of Survey</b>	